

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
SOCIAL SERVICES PORTFOLIO
2015-16 Additional Estimates Hearings

Outcome Number: Cross Outcome - Across Programmes Question No: SQ16-000063

Topic: Departmental Staff Misconduct

Hansard page: Written

Senator Joe Ludwig asked:

Since the change of Prime Minister on 14 September, 2015:

1. Please provide a copy of the departmental staff code of conduct.
2. Have there been any identified breaches of this code of conduct by departmental staff?
 - a. If yes, list the breaches identified, broken by staffing classification level.
 - b. If yes, what remedy was put in place to manage the breach? If no remedy has been put in place, why not?
 - c. If yes, when was the breach identified? By whom? When was the Minister made aware?
 - d. If yes, were there any legal ramifications for the department or staff member? Please detail.

Answer:

1. The Department of Social Services operates within the APS Code of Conduct, which is available at <http://www.apsc.gov.au/working-in-the-aps/your-rights-and-responsibilities-as-an-aps-employee/code-of-conduct>
2. Yes.
 - a. 18 breaches by 7 staff ranging in classification from APS4 to EL1.
 - b. Sanctions ranging from reprimand to termination of employment.
 - c. Breaches of the APS Code of Conduct are determined by the appointed delegate after consideration of the relevant material. The Minister is not advised of individual breaches of the APS Code of Conduct.
 - d. One matter for which an APS Code of Conduct investigation was conducted has been referred to the Commonwealth Director of Public Prosecutions for consideration of criminal proceedings.